

Message Text

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PAGE 01 JOHANN 00795 020922Z

51

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DRC-01 /153 W

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R 011434Z AUG 74

FM AMCONSUL JOHANNESBURG

TO SECSTATE WASHDC 3416

INFO AMEMBASSY PRETORIA

AMEMBASSY GABORONE

AMEMBASSY MASERU

AMEMBASSY MBABANE

AMCONSUL LOURENCO MARQUES

AMCONSUL DURBAN

AMCONSUL CAPE TOWN

UNCLAS JOHANNESBURG 0795

E.O. 11652: N/A

TAGS: ELAB, SF

SUBJ: NATIONAL CONVENTION OF INSTITUTE OF PERSONNEL

MANAGEMENT (IPM) TAKES HARD NO-NONSENSE LOOK AT WAYS AND

MEANS OF RESOLVING SOUTH AFRICA'S WORSENING INDUSTRIAL

RELATIONS PROBLEMS

REF: JOHANNESBURG 0776

1. INTENSIVELY SCHEDULED THREE-DAY CONVENTION ANALYZED PRESENT
BLACK-WHITE "INTERFACE" CONTRASTING

POINTS OF VIEW, PROJECTED IT INTO FUTURE AND SUGGESTED VARIOUS
TECHNICAL AND PSYCHOLOGICAL METHODS OF AVOIDING OR MINIMIZING SOME
OF MORE DIFFICULT RACIALLY-BASED
PROBLEMS. SPEAKERS AND PANEL

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PAGE 02 JOHANN 00795 020922Z

MEMBERS WERE ALL TOP-LEVEL MANAGING DIRECTORS, PERSONNEL OFFICERS,

TRADE UNIONISTS OR ACADEMICS WHO HAD OBVIOUSLY GIVEN MUCH TIME AND THOUGHT TO THEIR PRESENTATIONS.

2. WHILE CONVENTION NATURALLY EMPHASIZED ENLIGHTENED PATERNALISM RATHER THAN COLLECTIVE BARGAINING APPROACH TO PROBLEM-SOLVING AND PROVIDED ARTICULATE CONSERVATIVES WITH AMPLE OPPORTUNITY TO MAINTAIN OR TO DEMONSTRATE BY EXAMPLE THAT PRESENT SAG-ENDORSED INDUSTRIAL RELATIONS SYSTEM BASICALLY SOUND (IF BY NO MEANS PERFECT), BY AND LARGE, SPEAKERS WHO MADE BIGGEST AND MOST FAVORABLY IMPRESSIONS ON SEVERAL HUNDRED STRIKE-CONSCIOUS AND WORRIED DELEGATES WERE THOSE WHO ARGUED THAT TIME HAD COME TO GIVE SERIOUS THOUGHT TO DESIRABILITY OR NECESSITY FOR MAKING SUBSTANTIAL CHANGES IN SYSTEM. THUS, DELEGATES REACTED VERY FAVORABLY TO ANGLO-AMERICAN CHAIRMAN OPPENHEIMER'S CALL FOR INDUSTRIAL RELATIONS COMMISSION OF INQUIRY AND RESERVED THEIR LOUDEST AND LONGEST APPLAUSE FOR PROFESSOR S.P. CILLIERS OF STELLENBOSCH UNIVERSITY WHO, IN MAJOR ADDRESS FINAL AFTERNOON (JULY 31) STATED WITH BLUNT ELOQUENCE THAT, IF WHAT YOU WANT IS CONTINUING HIGH RATE OF ECONOMIC GROWTH YOU ARE WRONG IF YOU THINK YOU ARE GOING TO GET IT BY TRYING TO HARNESS ECONOMIC INTEGRATION TO SOCIAL, CULTURAL AND POLITICAL DIFFERENTIATION.

3. IN SUMMING UP, IPM NATIONAL DIRECTOR D.A. JACKSON EXPRESSED REGRET THAT CONVENTION DATES COINCIDED UNINTENTIONALLY WITH OPENING OF PARLIAMENT SINCE THIS ELIMINATED POSSIBILITY OF GETTING PARTICIPATION OF HIGH-LEVEL SAG OFFICIALS. NEVERTHELESS, HE WENT ON TO PASS POISONED CHALICE OF PRIMARY RESPONSIBILITY FOR TAKING DRASTIC ACTION TO RESOLVE WORSENING BLACK-WHITE INDUSTRIAL RELATIONS PROBLEMS TO SAG BY URGING THAT LATTER TAKE LEAD IMMEDIATELY IN IMPLEMENTING FOLLOWING PROGRAM: FIRST, CREATE NATIONAL MANPOWER ADVISORY COUNCIL AS FORUM FOR COMMUNICATION AND COORDINATION OF ACTION AT NATIONAL LEVEL; SECOND, DEVELOP NATIONAL MANPOWER PLAN TO ENSURE DEVELOPMENT OF NECESSARY LABOR FORCE; THIRD, DEVELOP EXPLICIT LABOR POLICY GIVING CLEAR GUIDANCE ON MATTERS SUCH AS COMMUNICATIONS, WAGES, EDUCATION ETC; AND, FOURTH, CREATE POWERFUL INCENTIVES TO PRODUCTIVITY AND PROGRESS AT "INTERFACE".

4. AIRGRAM FOLLOWS WITH COPIES OF PAPERS AS AVAILABLE.

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PAGE 03 JOHANN 00795 020922Z

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